



# **INTERPLAST GHANA LIMITED**

## **UN GLOBAL COMPACT PRINCIPLES**

### **Communication on Progress**

**Year: 2009**

#### **STATEMENT OF COMMITMENT BY MANAGING DIRECTOR**

Sustaining commitment and demonstrating progress in the Global Compact must be the challenge for all corporate entities which belong to the group.

INTERPLAST as a corporate entity exist to produce and supply plastic pipes systems and solutions, profiles and windows. We provide integrated solutions for water supply, sewerage, drainage, soil and waste, mining operations, construction and telecom infrastructure developments of Ghana and Africa. Interplast was established in 1970 in Accra situated on the Spintex Road, Ghana and currently doing active business in more than 20 African countries. The company had revenues of 40 Million for year 2007 and employs over 700 people. Interplast is actively expanding its production capacities and capabilities to continue to be the leader in the region. Interplast invests considerably to offer up-to-date solutions, new products and processes through the state-of-the-art manufacturing machines or facilities. The company recently upgraded its pipe production capability to produce pipes up to 1000 mm Diameter.

Continuously we have to exhibit leadership in our industry because we have to meet our own expectations and those of our stakeholders. We have been doing these bearing in mind that even as we produce and sell a global brand, we are very much a local company and as such our efforts and initiatives have to be tailored for our communities.

We in Interplast have a lot to be proud of in the area of protecting and sustaining the environment, our operations are environmental friendly.

We take our responsibilities to society seriously and we willingly give out to our society as part of our social responsibility when the need arises.

We constructed the road leading to our factory premises single handedly as part of our corporate social responsibility programmes. Also, last year alone the company gave out one hundred and ninety-six thousand, one hundred and seventy-six Ghana Cedis (GH¢196,176.00) in sponsorships and donations to society.

Our employment practices are very much in line with local and international standards and in accordance with the respective labour bodies. In our recruitment policy there is no room for discrimination on gender, health, religion, ethnic or any other grounds. The enjoyment of the right of freedom of association is exemplified by management's acceptance of the local trade union and the attendant benefits of collective bargaining in an environment of inclusiveness and respect for the value that individuals bring to our business and industrial peace are some of the pluses for us. We have never known industrial strike for the whole life of this company.

In the marketplace, and indeed the general business playing field, we have committed ourselves to operating above board. Fair business practices and a posture which does not encourage corruption in any form, even if it would bring us business, is what we have displayed and assumed. We have a Code of Ethics for all staff which is against all forms of corruption including receiving gifts without disclosing them in the gifts register.

At Interplast we are committed to good labour practices, sound environmental practices, protection of human rights of our employees and communities in which we operate and against corrupt practices in our operations; we have by far displayed our commitment to the principles of the Global Compact and we believe that even as we strive for progress, we will continue to protect and be guided by these principles.

Even as we live by and protect the UN Global Compact Principles we also pledge to preach the gospel by spreading the word to all corners of the earth to win more souls for these ideals.

Signed:.....

**Hayssam Fakhry**

**Managing Director**

**Interplast Ghana Limited**

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<b>Global Compact Principle</b>	<b>Action Taken &amp; Impact Achieved and/or Plans for the upcoming Year</b>
<input type="checkbox"/> <b>1: Businesses should support and respect the protection of internationally proclaimed human rights;</b>	<p>Though not written down we have a management that supports the campaign against HIV/AIDS and that promotes support for HIV/AIDS patients. We recognise the HIV/AIDS as a workplace and business issue, so there is no discrimination and stigmatization against staff living with HIV/AIDS at the workplace, we emphasise gender equality, promoting social dialogue, prevention of screening for the purpose of exclusion, confidentiality, and continuation of employment, prevention of new infections providing education to our staff.</p> <p>We encourage staff through our company Clinic to use Condoms as a preventive measure against HIV/AIDS at the workplace.</p> <p>In the coming year 2010 we plan to collaborate with the Ghana AIDS Commission to organise more sensitisation programmes for our staff and to encourage them to go for voluntary testing in order to know their status.</p>
<input type="checkbox"/> <b>2: Make sure that they are not complicit in human rights abuses.</b>	<p>We are against human rights abuses in our operations and we expect all our suppliers and service providers to do same.</p> <p>We have no records of human rights abuses in our workplace.</p>
<input type="checkbox"/> <b>3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;</b>	<p>INTERPLAST respects the rights of employees to associate as per our Labour Act 2003, ACT 651. To this end we have allowed our staff to unionise under the umbrella of the Union of Industry, Commerce and Finance Workers. At the moment we have two associations i.e. Junior Staff Union and the Senior Staff Association.</p> <p>We negotiate Collective Bargaining Agreement (CBA) with these two associations every two years and a wage opener every year. We have a Current CBA which is valid for period of two years thus from 1<sup>st</sup> June 2008 to 31<sup>st</sup> May, 2010.</p> <p>The same thing applies to the Senior Staff Association.</p> <p>Union Executives hold monthly meetings with all Union Shop Stewards. A General Meeting between the</p>

		<p>Union Executives and the whole members of the Union is held quarterly. These meetings are allowed by management even sometimes when they eat into production hours.</p> <p>Top management holds period meetings with Local Union and Senior Staff Association Executives as and when necessary.</p> <p>As a result of our acceptance and good relations with the Union, our CBA negotiations do not last for more than one day and we have enjoyed a very cordial Industrial atmosphere over the year of our operations.</p>
<input type="checkbox"/>	<b>4: The elimination of all forms of forced and compulsory labour;</b>	<p>Management has agreed on an arrangement with the Union when operational exigencies demand for overtime work, management at all levels. All extra hours done by our staff are paid for and the overtime is normally done on voluntary basis. It usually involves a discussion between the manager concerned and the staff he requires to do overtime Where the staff agree to do overtime, they are requested to fill the overtime form for approval by the manager before they are allowed for such work.</p>
<input type="checkbox"/>	<b>5: The effective abolition of child labour;</b>	<p>In accordance with the Labour Act, 2003, Act 651, our company prohibits the employment of minors in our operations and persons under 18 years are disqualified to work with our company.</p> <p>Age verification is normally carried out during recruitment processes.</p>
<input type="checkbox"/>	<b>6: The elimination of discrimination in respect of employment and occupation.</b>	<p>Our Recruitment Policy states that discrimination of any individual employee or group of employees on the basis of sex, nationality, colour or religion by another employee, if proven, will be regarded as a sanctionable offence.</p> <p>Interplast permits the employment of qualified friends on the basis of merit through employee referral as long as such employment does not create actual or perceived conflict of interest</p>
<input type="checkbox"/>	<b>7: Businesses should support a precautionary approach to environmental challenges;</b>	<p><b>Commitment:</b> Our commitment to protecting and preserving the environment extends throughout our operations.</p> <p><b>Compliance:</b> We support and adhere to sound environmental practices in our daily business operations; we also comply with all regulatory standards.</p> <p><b>Impact/Opportunity:</b> We minimize the environmental impact of our operations, equipment and products.</p> <p><b>Accountability:</b> We undertake to ensure periodic conduct audits of our environmental performance and practices and take corrective actions for continual improvement where necessary.</p>



		<b>Information:</b> We shall communicate effectively with all our stakeholders on environmental reporting.
<input type="checkbox"/>	<b>8: Undertake initiatives to promote greater environmental responsibility;</b>	There has been no summons against our company since the inception of our operations for violation of sound environmental practices.
<input type="checkbox"/>	<b>9: Encourage the development and diffusion of environmentally friendly technologies.</b>	We ensure that all purchased equipments are environmental friendly and do not do business with organisations that do not respect sound environmental principles.
<input type="checkbox"/>	<b>10: Businesses should work against all forms of corruption, including extortion and bribery.</b>	We have our Code of Business Conduct which is an indication of commitment to honesty, integrity and the highest standard of ethical behaviour. The Governing principles of our Code of Business Conduct are to comply with all laws, rules and regulations, treat all colleagues fairly, honestly, and with respect and promote the diversity of company work force, deal fairly with customers and consumers, deal appropriately with competitors, avoid conflicts of interest, keep accurate records, provide accurate disclosures to regulators and shareholders, do not take personal advantage of opportunities, one's position, protect company's non-public information and interest.